

## **1. PERSONAL DATA**

Surname: Mavhidula  
First Names: Azwidini Victor  
Date of Birth:  
ID No:  
Physical address:  
  
*E-mail address:* -----  
Cell:  
Tel (work): (018) 251 8800  
Gender: Male  
Nationality: South African  
Marital Status: Married  
Health: Excellent  
Church attended: Holiness Christian Church  
Criminal Offences: None  
Drivers License: Code 10 (C1)  
Home language: Tshivenda  
Other languages: English, IsiZulu, Sesotho, Setswana and Tsonga

### **PROFESSION:**

- **Admitted Attorney of the High Court of South Africa since 2005**
- **Principal – Law Clinic SAHRC Limpopo Provincial Office since 2013**
- **Appointed Curator *ad litem* by Thohoyandou High Court 2009**
- **Accredited Mediator (Conflict Dynamics) since 2015**
- **Former Member of the Institute of Directors in Southern Africa**
- **LLM Candidate: University of KwaZulu Natal (2024 final year)**

## **2. HIGH SCHOOL EDUCATION**

High school attended: Mphaphuli High School  
Postal address: P/Bag X 2212  
Sibasa, 0970  
Tel: (015) 963 1218  
Highest standard passed: Matric (Std 10)  
Year: 1994

## **3. TERTIARY EDUCATION**

**Institution 1:** University of Kwa Zulu Natal  
Tel: (033) 260 6257  
Degrees: **BProc and LLB (Postgraduate)**  
Year: 1997 to 2001  
**Institution:** University of Kwa Zulu Natal (UKZN)  
Degree: **LLM in Constitutional Litigation**  
Year: **2023 to 2024 (To be completed in 2024)**

### **Short Courses/ Training**

**Institution 2:** ML Sultan Technikon  
Tel: (031) 308 6739  
Course: **English for Legal Professionals**  
Year: 2002  
**Institution 3:** University of Pretoria

**Short Course/ Training:** **Judicial Enforcement of Socio-Economic Rights in Africa**  
**Year:** **2015 (University of Pretoria)**

**Short Course/ Training:** **Training & Dialogue on Sexual Minority in Africa**  
**Year:** **2016 (University of Pretoria)**

**Institution 4:** **International Senior Lawyers Project**

**Short Course/ Training:** **1. Trail Advocacy and Mediation (Certificate)**  
**2. Case Management Skills (Certificate)**  
**Year:** **2012**

**Institution 5:** **REGENESYS BUSINESS SCHOOL**  
**Tel:** **011603 0300**  
**Year:** **2007**

**Short Courses Certificates:** **1. Personal, Team and Organizational Effectiveness Skills Course**  
**2. Facilitation and Presentation Skills Course**  
**3. Public Finance Management for Non-Financial Managers Course**  
**4. Project Management Course**

**Institution 6:** **KUMALO GREEN TRAINING**

**Course Completed:** **People Management and Supervisory Skills**  
**Year:** **2019**

**Institution 7:** **CGF RESEARCH INSTITUTE**

**Certificate:** **Understanding Good Governance in a Business Environment**  
**Year:** **2019**

#### **4. WORKING EXPERIENCE**

<b>Employer 1:</b>	<b>SOUTH AFRICAN HUMAN RIGHTS COMMISSION (SAHRC)</b>
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**Position:** **Provincial Manager (Limpopo Province)**

**Duration:** **July 2012 to date**

**Tel:** **(011) 877 3600**

**Responsibilities:** **Managing the Provincial Office.**

- assessing complaints lodged with the provincial office for alleged human rights violations,
- investigating alleged human rights violations in the province and stakeholders' management,
- ensuring the effective execution of the mandate of the SAHRC in the Province,

- ensuring the effective processing, management and handling of the complaints,
- leading the high-profile investigation and conducting mediation,
- litigating and managing litigation in the High Court and Equality Courts
- drafting and ensuring the issuing of Investigative Reports with findings and recommendations,
- developing and implementing the provincial monitoring plans,
- monitoring the implementation of the SAHRC recommendations by the Respondents,
- conducting investigative and subpoena's inquiry and hearings
- stakeholder management in the province,
- promote the observance of human rights in the province,
- educate people about human rights and collating data for research purposes,
- ensuring compliance with Human Resources and financial policies,
- ensuring compliance with PFMA and Treasury Regulations, in the province,
- developing and implementing SAHRC Strategic Plan,
- implementing Performance Management system,
- ensuring submission of monthly reports to relevant Units at the Head Office,
- asserts management,
- management of provincial budget,
- conducting workshops, round table discussions, dialogues, conferences, road shows and campaigns,

**Employer 2 COMMISSION FOR GENDER EQUALITY (CGE) (Head Office)**

**Position 1:** Acting Head of CGE Legal Department

**Duration:** 5 years (1<sup>st</sup> September 2007 to 30<sup>th</sup> June 2012)

**Responsibilities:** Managing Legal Department which includes the following:

- drafted CGE Complaints Handling Procedures, investigating gender-related complaints,
- assessing complaints lodged with the CGE at the head office,
- ensure the effective execution of the CGE mandate in the country and provide support to the legal officers in the provincial offices
- ensuring the effective processing and management of the complaints,
- investigate high-profile complaints,
- developing and implementing a monitoring plan,
- monitoring the implementation of the CGE findings and recommendations,
- conducting inquiries, investigations, and subpoena hearings
- litigating at the High Court and Equality Court,
- managing stakeholders,
- ensuring Legal Department compliance with the CGE financial, HR policies, PFMA and Treasury Regulations, etc,
- managing performance and implementation of the CGE Strategic Plan and Operational Plan.
- presenting quarterly performance reports for the Legal Department to the Commissioner's Plenary meetings,
- asserts management, managing the legal department budget,
- provide legal advice and opinions to Senior Management Committee and Commissioners,
- managing contracts, negotiating service-level agreements with CGE's Service Providers,

- representing CGE before the Parliament Portfolio Committee,

**Reasons for leaving:** Better offer.

<b>Employer 3:</b>	<b>MAVHIDULA ATTORNEYS</b>
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**Position:** Managing Director  
**Duration:** April 2009 to July 2012 (Part-Time)

**Responsibilities:** Practicing Attorney which includes the following:

- consultation with clients and taking instructions,
- Representing clients in court on civil and criminal court,
- drafting court pleadings, correspondence and legal opinions for clients,
- providing legal advice to clients,

**Reason for leaving:** New employer's policy.

**Employer 4:** COMMISSION FOR GENDER EQUALITY

**Position 2** Senior Complaints Officer

**Duration:** (1<sup>st</sup> February 2007 to 30<sup>th</sup> June 2012)  
**Tel:** 011 403 7182

**Responsibilities:**

- investigate and manage complaints lodged with CGE,
- educate and promote gender equality
- monitor the observance of gender equality,
- provide support to legal officers in the provincial offices,
- conduct the legislative review and draft submission,
- stakeholder management,
- represent clients at the High Court and Equality Courts,
- collaborate with other Chapter 9 Institutions in the execution of the mandate

**Reason for leaving:** Better offer

<b>Position 3:</b>	<b>Acting Provincial Coordinator and Legal Officer (Free State Province)</b>
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**Duration:** 1<sup>st</sup> July 2006 to 31<sup>st</sup> January 2007

**Responsibilities:**

- managing the CGE Free State Provincial Office,
- supervise and manage staff members in the Provincial office,
- provide leadership to the provincial office
- provide legal advice to the public, investigate gender-related complaints,
- conduct workshops, roundtable discussions, dialogue, roadshows,
- stakeholders management,

**Reason for leaving:** Better offer

<b>Employer 5:</b>	<b>INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)</b>
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**Position:** Assistant Provincial Head (Northern Cape)  
**Duration:** 1<sup>st</sup> May 2005 to 30<sup>th</sup> June 2006

**Responsibilities**

- investigate the hi-profile case against SAPS members,
- appointed to act as a Provincial Head on several occasions,
- assisting the Provincial Head managing the IPID provincial office,
- promote the mandate of IPID in the province,
- ensuring compliance with SAPS National Instructions by SAPS members,
- conduct community outreach, ensuring compliance with the PFMA,
- assist in the drafting of the provincial budget, assets management, stakeholders' management,
- manage investigations in the province and supervise investigators in the provincial office, provide training on the Domestic Violence Act to SAPS members.

**Appointed to be a member of the Service Delivery Committee (Batho Pele Committee) of IPID in 2005**

**Reason for leaving:** Better offer

<b>Employer 6:</b>	<b>UNIVERSITY OF SOUTH AFRICA (UNISA)</b>
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**Position:** Part-Time Tutor  
**Duration:** January 2006 to December 2006  
**Centre:** Kimberley  
**Tel:** 053 832 6589  
**Courses:** Introduction to the Theory of Law 1 and 2  
**Reason for leaving:** Contract expired

<b>Employer 7:</b>	<b>FLUXMANS ATTORNEYS Incorporated</b>
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**Position:** Candidate Attorney  
**Duration:** January 2003 to 2005 (February)

**Responsibilities:**

- appearing in Motion Court on behalf of my principal,
- conducting bail applications, insolvent inquiry,
- providing support during private prosecution,
- providing legal advice and drafting commercial contracts for clients,

**Contact person:** Mr. Ari Soldatos  
**Tel:**

**Reason for leaving:** Completion of Articles of clerkship

<b>Employer 8:</b>	<b>CELLMAX COMMUNICATION (PTY) Ltd</b>
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**Position:** Legal Advisor  
**Duration:** One year, 2002

**Contact person:** Mr. Gavin Koppel (CEO)  
**Tel:**  
**Responsibilities:**

- provide legal advice to the CEO and Managing Director, drafting and negotiating commercial contracts.

**Reason for leaving:**

- to serve Articles of Clerkship

<b>Employer 9:</b>	<b>FC Group CC</b>
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**Position:** Legal Advisor and Human Resources Manager  
**Year:** 2002  
**Tel:**  
**Responsibilities:**

- Office Manager, providing legal advice to the company, representing the company at the CCMA and conducting disciplinary hearings,

**Reason for leaving:** Better offer

<b>Employer 10:</b>	<b>UNIVERSITY OF KWAZULU NATAL</b>
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**Position:** Tutor  
**Courses:** Labour Law and Political Science (Faculty of Law)  
**Year:** 2001  
**Tel:** (031) 260 7111  
**Reason for leaving:** Contract expired,

<b>Employer 11:</b>	<b>OMEGA HOLDINGS (PTY) Ltd</b>
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**Position:** Human Resources Clerk  
**Responsibilities:**

- provide support to HR,

**Year:** 1996 to 2000 (part-time)  
**Reason for leaving:** To further my studies

<b>Employer 12:</b>	<b>HOUSE PROUD (PTY) Ltd</b>
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**Position:** SALES AGENT  
**Year:** 1996 (February to December 1996)  
**Tel:** (011) 331 6830  
**Responsibilities:**

- Selling House Proud Health Products

**Reason for leaving:** Better offer.

<b>5. OTHER EXPERIENCES:</b>
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- Representing SAHRC at the NAHRIs SOGIE Committee meeting in Kenya, Nairobi, in February and November (2021)
- Representing SAHRC at the NAHRIs SOGIE Committee meeting in Malawi (2020)
- Representing the Commission for Gender Equality in Geneva in 2011 when the SA Government presented its CEDAW Report before the UN-CEDAW Committee
- Lecture Presentation on African Renaissance - UDW

- Presentation on South African Constitution and Human Rights Protection-SADTU Conference 2010
- Representing CGE at SAWLA Conference in Mozambique in 2007
- Invited by the Law Society of South Africa to make a presentation on the Woman's Month Workshop 2005, topic: The Impact of Domestic Violence in SA- Northern Cape.

#### 6. COMPUTER SKILLS:

- Internet, MS Word, MS Excel, MS PowerPoint, MS Outlook

#### 7. AWARDS:

1. University Council Bursary 2001
2. Cellmax Communications Scholarship 2001
3. OMEGA Holdings Scholarship 1997
4. House Proud Achievement Certificate 1996

#### 8. LEADERSHIP ROLES:

##### A. UNIVERSITY OF KWAZULU NATAL

2001	<b>Chairperson</b>	<b>SRC Commission of Enquiry 2000/2001</b>
2000	<b>Chairperson</b>	<b>S- Block Residence Commission of Enquiry</b>
1999/ 2000	<b>Branch Secretary</b>	<b>Black Lawyers Association Student Chapter (UDW Branch)</b>
1998/ 1999	<b>Deputy Chairperson</b>	<b>Law Student Council</b>

##### B. KWAZULU NATAL PROVINCE

2001	Secretary for Steering Committee for re-launching ANC-YL UDW Branch
1999/ 2000	Provincial Deputy Chairperson SASCO KZN
1999	SASCO Deployee to the ANC-KZN Provincial Elections Committee
1998/ 1999	SASCO Regional Chairperson (Durban Region)
1997/ 1998	SASCO Information and Publicity Officer, Treasurer (UDW Branch)

#### 9. INTEREST AND HOBBIES:

Playing soccer, chess, debating and reading

#### 10. REFERENCES:

<b>1. Name:</b>	<b>Mulalo Ronald Razwinani</b>
Organization:	Premier Soccer League (PSL)
Position:	Company's Secretary
Email:	
Tell:	
Cell:	
<b>2. Name:</b>	<b>Adv. LC Nemukula</b>
Organization:	Polokwane Society of Advocate
Position:	Practicing Advocate
Email:	
Cell:	

***Employment References***

**Name:** Mr Gavin Koppel  
**Company:** OMEGA Holdings  
**Position:** Former CEO and Managing Director  
**Cell:**